V
AUG 8 1917

THE WOMEN'S INDUSTRIAL NEWS

ORGAN OF THE WOMEN'S INDUSTRIAL COUNCIL (Incorporated),
7, JOHN STREET, ADELPHI, STRAND, LONDON, W.C.

Vol. XXI. NEW SERIES. No. 77—APRIL, 1917.

CONTENTS.

ANNUAL REPORT.

COUNCIL NOTES:

ANNUAL MEETING.
AIMS OF THE WELFARE SECTION.
IN MEMORIAM—MRS. AMIE HICKS.

WELFARE WORK.
Miss CLEMENTINA BLACK

A PROMISE AND ITS FULFILMENT.

REVIEWS:

REPORT OF THE EMPLOYERS' PARLIAMENTARY COUNCIL.

MATERNITY AND CHILD WELFARE.
Miss AGNES KELLEY.

LONDON:
PUBLISHED BY THE WOMEN'S INDUSTRIAL COUNCIL
(Incorporated)
7, JOHN STREET, STRAND, W.C.

Are you interested in Girls' Clubs?

THEN YOU SHOULD POSSESS THE NEW

HANDBOOKS ON CLUB WORK.

No. I. The Club Leader. The Club Member. The Club. Price 3d.

No. II. Religion and the Club. Price 3d.

No. III. Class Work in the Club. Price 6d.

Postage of each number, ½d.)

To be obtained from the
FEDERATION OF WORKING GIRLS' CLUBS,
(26, GEORGE STREET,
HANOVER SQUARE,
LONDON, W.

"Girls' Club Journal." 1/- per annum, post free.

Wadsworth & Co.

Magazine & General Printers. Reports, Catalogues, and Pamphlets specialised. Estimates given for all kinds of Printing.

The Rydal Press

KEIGHLEY.

THE

TWENTY-SECOND ANNUAL REPORT

1915-16.

Women's Industrial Council

Incorporated.

Vice-Presidents :
THE MARCHIONESS OF ABERDEEN AND TEMAIRE.

President :
Miss CLEMENTINA BLACK.

Vice-President :

THE LADY BATTERSEA.	Mrs. EDWIN GRAY.
HERBERT BURROWS, ESQ.	Miss AGNES HITCHCOCK.
GEORGE CADBURY, ESQ.	LADY MEYER.
THE LADY EMMOTT.	LADY PENTLAND.
STEPHEN N. FOX, ESQ.	Mrs. HERBERT SAMUEL.

ANEURIN WILLIAMS, ESQ.

Hon. Treasurer—Mrs. FREDERICK FRANKLIN.

Hon. Consulting Solicitor :
ROBERT S. GARNETT, ESQ. (Darley, Cumberland & Co.), 36, John Street, Bedford Row, W.C.

Hon. Auditors :
Messrs. WAISSEN WILSON & CO., 40, Trinity Square, Tower Hill, E.C.

Secretary—Mrs. BOYD DAWSON.

Subscriptions are due at the beginning of the financial year, November 1st, and should be made payable to Mrs. Frederick Franklin. Cheques and Postal Orders should be crossed London County and Westminster Bank (Temple Bar Branch).

Office :

7, JOHN STREET, ADELPHI, STRAND, W.C.

Office hours, 10 till 4, except on Saturdays.

The office is closed during the month of August, and for a week at Christmas and Easter.

Telephone No. City 1151.

COUNCIL, 1916-17.

Mr. Percy Abbott.
Mrs. Percy Abbott.
H.E. The Marchioness of Aberdeen.
Mrs. Adcock.
Miss Anderson.
Miss Emma Andrews.
Miss Gertrude Anson.
Mrs. Arnold.
Miss E. Bright Ashford, B.A.
Miss Annie Ashley.

Sir J. A. Baines, C.S.I.
Mrs. Allen Baker.
Miss Barcroft.
Hon. Lady Barlow.
Miss M. S. Barlow.
Mrs. S. A. Barnett.
The Lady Battersea.
Mr. Henry Bazett.
Miss Edith Beattie
Miss Edith Bell.
The Lord Henry Bentinck, M.P.
Mrs. Percy Bigland.
Miss Clementina Black
Miss Blomefield.
Miss Boldero.
Miss M. Bolton.
Mrs. Cecil Boyle.
Mrs. Allan H. Bright.
Mrs. Brough.
Mrs. Burton Brown.
Mrs. Brownlow.
Mr. G. L. Bruce.
Miss K. Bruce.
Mrs. Buckley.
Miss Bulkeley.
Lady Bunting.
Mr. Herbert Burrows.
Miss C. V. Butler.
Miss Barbara Butts.
The Right Hon. Viscount Buxton.
The Viscountess Buxton.
Miss Hilda Buxton.

Mr. George Cadbury.
Mrs. George Cadbury.
Miss Cale.
Mrs. Calthrop.
Mrs. Cameron.
Miss F. T. Cameron.
Miss L. Cameron.
Mrs. F. M. Carter.
Mrs. Castello.
Miss Chambers.
Miss E. E. Chambers.
Miss Charlesworth.
Miss Cheetham.
Dr. Elsie Chubb.
Miss J. Clarke.
Mrs. Neville Cobbold.
Miss H. D. Cockle.
Lady Cohen.
Mrs. Herbert Cohen.
Miss M. Cohen.
Mrs. Stanton Coit.
Miss M. Colfox.
Mrs. Colles.
Miss Helen Coomber.
Miss Irene Cox.
Mrs. Crawford.

Miss Dalglish.
Mrs. Boyd Dawson.
Mrs. Dawson.
Miss A. M. Dick.
Mrs. T. Aitken Dick.
Miss Lowes Dickinson.
Mrs. Bernard Drake.
Miss R. Drake.
Miss O. Dunlop.
Mrs. Dunn.

Mrs. Eates.
Miss Edith Edlmann.
Miss L. Edwards.
Miss Elkin.
Mrs. Elliott.
Mrs. Emanuel.
The Lady Emmott.
Miss Margaret Epps.
Miss Barbara Evans.

Miss A. B. Fairfax-Cholmeley.
Miss Winifred Farmer.
Miss C. Fazan.
Mrs. Ferguson.
Miss E. C. Finlay.
Mrs. Corbett Fisher, M.A.
Mrs. T. Fisher, S.I.
Miss Margaret Fletcher.
Miss M. Fletcher.
Miss E. M. Foster.
Miss M. J. Foster.
Miss Anna Fox.
Dr. S. Fitzherbert Fox.
Miss Alice Franklin.
The Hon. Mrs. Ernest Franklin.
Mrs. Frederic Franklin.
Miss Jeanette Franklin.
Mrs. Leonard Franklin.
Miss Mary Froude.

COUNCIL—*continued.*

Mr. C. Garnett.
Miss Olive Garnett.
Mr. R. S. Garnett.
Mrs. R. S. Garnett.
Miss Gibson.
Miss May Gledstone.
Miss Godden.
Mr. G. P. Gooch.
Mrs. G. P. Gooch.
Dr. Alex. E. Gow.
Mrs. Edwin Gray.
Mrs. Shelley Gulick.
Mrs. Guthkelch.

Rt. Mon. Viscount Haldane of Cloan, K.C., M.P.
Mrs. Hale.
Miss Beatrice Hall.
Miss K. M. Hall.
Miss Handford.
Mrs. Lewis Harcourt.
Miss B. Harraden.
Mrs. Harris.
Miss K. H. Hart.
Miss Hawkins.
Mrs. P. Heffer.
Muriel, Viscountess Helmsley.
Mrs. J. S. Henderson.
Miss Irene Hernaman.
Miss H. Herr.
Miss K. A. Hessel.
Miss Janet Hide.
Mrs. F. W. Hirst.
Miss Agnes Hitchcock.
Mr. Eldred Hitchcock.
Miss Eleanor Hobhouse.
Miss C. R. Holland.
Mrs. Holman.
Mrs. Ruth Homan.
Miss M. Horn.
Lady Horsley.
Mrs. Gerald Horsley.
Mrs. T. B. How.
Mrs. F. W. Hubback.
Miss Hubble.
Miss B. L. Hutchins.

Mrs. Edwin Jacob.
Mr. R. R. Lechmore James.
Mrs. Jamieson.
Miss Jastrow.
Miss G. Jebb.
Miss H. W. Jevons.
Mrs. W. H. Johnson.
Miss E. M. Joseph.

Miss N. Kay.
Mrs. Kinnell.
Miss L. Klingenstein, B.A.

Mrs. Lamont.
Miss Lane-Claypon, D.Sc., M.D.
Lady Lawrence.
Miss Elizabeth Lee.
Miss M. B. Lewis.
Miss Linzell.
Captain Tom E. Lloyd.
Miss Isabel Logan.
Mrs. F. P. Long.
Professor Lyde.

Miss Maddock.
Mrs. Maitland.
Mrs. Malcolm.
Miss E. Margoliouth.
Miss Maude Marshall.
Miss Dora Mason.
Miss H. Matheson.
Miss M. C. Matheson.
Miss M. Mathieu.
Miss Mildred Maynard.
Mrs. Cortlandt Macgregor.
Miss F. Mackenzie.
Mr. F. G. Mackereth.
Miss C. S. Mactaggart.
Mrs. McCleary.
Miss McCleverty.
Mrs. Reginald McKenna.
Miss McLaren.
Miss Maude Meredith.
Mrs. Merston.
Miss Merston.
Lady Meyer.
Miss M. I. M. Michael.
Miss Elsie Micholls.
Mr. J. C. Millington, M.A.
Mrs. M. Millington.
Miss A. Mocatta.
Lady Mond.
Sir Chiozza Money, M.P.
Miss E. Moore.
Miss C. J. Morison.
Miss M. H. Mostyn.
Mrs. Munro.
Dr. Christine Murrell.
Miss Elsa Myers.

Miss M. Newman.
Miss V. D. Nodin.

Miss Hilda Oakeley.
Miss Oldham.
Mrs. A. C. Osler.

Miss A. B. Page, B.Sc.
Mrs. Palmer.
Miss Parton.
Miss Finlay Peacock.
Mrs. Pendlebury.

COUNCIL—*continued.*

The Lady Pentland.
Miss S. R. Perkins.
Miss E. M. Phillips.
Miss M. Pollen.
Miss Mabel Portlock, S.I.
Dr. Eric Pritchard.
Miss A. F. Procter.
Mrs. Pyke.

Mrs. Rackham.
Miss D. H. Y. Radcliffe.
Mrs. John Radford.
The Lady Rathereedan.
Miss Mildred Ransom.
Mrs. Walter Rea.
Mrs. Reid.
Mr. Richard Reiss.
Mrs. Richard Reiss.
Miss Sylvia Reiss.
Miss Eva Richards.
Miss H. M. Richards.
Mrs. Keevil Rickford.
The Lady Laura Ridding.
Mr. W. Rines.
Mrs. F. T. Ring.
Miss W. Rintoul.
Mrs. Evelyn Riviere.
Miss G. Roberts.
Miss M. E. Robinson.
Mrs. Rootham.
Mrs. Alys Russell.

Miss M. Salom.
Miss M. O. Saltmarsh.
The Rt. Hon. Herbert Samuel, M.P.
Mrs. Herbert Samuel.
Miss Nina Sawyer.
Mrs. Garnet Schenk.
Miss Scovell.
Mr. Leslie Scott, K.C., M.P.
Mrs. Bernard Shaw.
Mrs. Shebbeare.
Miss K. Sherlock.
Mr. Arthur Sherwell, M.P.
Miss V. M. Shillington, D.Sc.
Mrs. Ernest Simon, B.A.
Miss May Sinclair.
Miss Margaret Skinner.
Miss R. Slate.
Miss Slesser.
Miss Helen Smith.
Mr. H. B. Lees Smith, M.P.
Mrs. Miall Smith.
Miss Rosamond Smith.
Miss G. Snell.
Mr. H. R. Stables.
Miss Brighid Stafford, M.A.
Mrs. Staniland.
Mrs. Deane-Streatfeild.
Miss E. H. Sturge.
Miss M. Styer.
Miss Dorothy L. Sulman.
Lady Swann.

Miss Tack.
Mr. R. H. Tawney, M.A.
Miss F. V. M. Taylor.
Miss Maud R. Taylor.
Mrs. Percy Thompson.
Miss Tizard.
Mr. Leslie Toke, M.A.
Miss E. M. Tritton.
Miss Tuke.
Mrs. Turner.
Miss Lois Turner.

Miss H. Urquhart.

Miss Florence Wade.
Miss A. B. Wakeham.
Mr. H. de R. Walker, L.C.C.
Miss F Wallas.
Mrs. Graham Wallas.
Mrs. D. F. Waley.
Miss C. Webb.
Mr. Rowland Whitehead.
Mrs. Rowland Whitehead.
Mrs. Harry Whitley.
Mr. Aneurin Williams.
Mrs. Penry Williams.
Mrs. Theodore Williams.
Miss Mabel Willison.
The Lady Willoughby de Broke.
Miss Aphra Wilson.
Miss Wintour.
Mrs. Stanton Wise.
Mr. G. H. Wood.
Miss A. E. Wright.
Miss Wrigley.
Miss Wyatt Papworth, M.A.

Miss L. K. Yates.
Mr. Isaac Young, S.I.

Mrs. Zimmern.
Mr. A. E. Zimmern, M.A.
Miss D. M. Zimmern, M.A.
Miss E. M. Zimmern.

Elected March 13th, 1917.

Miss E. E. Bogle, C.M.B.
Mis Leila Cook.
Mrs. M. Jones.
Miss Agnes M. Kelly.
Miss Macintosh.
Miss Emily Mecredy, M.D.
Mr. R. Pratt.

CONDITIONS OF MEMBERSHIP.

New members are admitted by election on the nomination of two members; in order that no one may be deterred from joining for financial reasons, the subscription is left to the generosity of members, with a minimum of one shilling. A very large number of persons subscribe to the Council without actually becoming members. Membership gives the right to attend the Council meetings, to move, and vote on, resolutions, and otherwise to influence corporate action.

A sum of four shillings per annum covers the *minimum* subscription of one shilling to the Council and the subscription to the *Women's Industrial News* quarterly, and all other publications as they appear, if so stated. Cheques and Postal Orders should be made payable to Mrs. Frederick Franklin, and crossed London County and Westminster Bank, Temple Bar Branch.

COMMITTEES, 1916-17.

Executive Committee.

EXECUTIVE COMMITTTE.

Chairman: MRS. HERBERT SAMUEL.

Secretary: MRS. F. E. DAWSON.

Mrs. Percy Abbott.
Miss E. B. Ashford.
Mrs. Percy Bigland.
Mr. Herbert Burrows.
Miss E. A. Charlesworth.
Mrs. Bernard Drake.
Miss Jeannette Franklin.
Mr. R. S. Garnett.
Miss Agnes Hitchcock.
Miss B. L. Hutchins.
Miss L. Klingenstein.
Miss M. McClaren.
Mrs. M. Millington.
Miss A. B. Page.
Miss L. Wyatt Papworth.
Mrs. Walter Rea.
Mrs. Miall Smith.
Miss D. M. Zimmern.
Miss E. M. Zimmern.

Investigation and Legal Committee.

Chairman: MISS CLEMENTINA BLACK.

Hon. Secretary: MISS D. M. ZIMMERN.

Hon. Assistant Secretary: MISS E. A. BEATTIE.

Miss E. B. Ashford.
Mr. Herbert Burrows.
The Lord Henry Bentinck, M.P.
Mrs. Stanton Coit.
Mrs. Bernard Drake.
Miss Dick.
Miss Jeanette Franklin.
Mr. R. S. Garnett.
Mrs. H. G. Hale.
Mrs. Holman.
Mrs. T. B. How.
Miss B. L. Hutchins.
Mrs. Jamieson.
Miss Agnes Kelley.
Miss Mackintosh.
Miss Emily Mecredy, M.D.
Miss McLaren.
Mrs. Modell.
Mrs. Munro.
Miss O'Callaghan.
Miss A. B. Page.
Miss Wyatt Papworth.
Miss M. Portlock.
Miss Roberts.
Miss Ruth Slate.
Miss Margaret Skinner.
Miss Nina Sawyer.
Miss G. M. Tottenham.
Miss Lois Turner.

Publications Committee.

Chairman: MISS B. L. HUTCHINS.

Miss Clementina Black.
Mrs. Lamont.
Miss A. B. Page.
Miss Rosamond Smith.
Miss Wyatt Papworth.
Miss D. M. Zimmern
Miss E. M. Zimmern.

Education Committee.

Chairman: MRS. MIALL SMITH.

Hon. Secretary: MISS E. B. ASHFORD, B.A.

Mrs. Percy Abbott.
Miss Clementina Black.
Miss Elsie Chubb, M.D.
Miss M. J. Foster.
Miss Jeannette Franklin.
Miss Agnes Hitchcock.
Mrs. T. B. How.
Mrs. M. Millington.
Miss M. Portlock.
Mr. R. Pratt.
Miss Helen Smith.
Miss Wade.
Miss E. M. Zimmern.

Nursery Training School.

Chairman: MRS. MILLINGTON.

Hon. Secretary: MISS E. M. ZIMMERN.

Hon. Treasurer: MISS L. WYATT PAPWORTH, M.A.

Mrs. J. M. Bishop.
Mrs. Neville Cobbold.
Mrs. Stanton Coit.
Mrs. Frederick Franklin.
Miss A. C. Gibson.
Miss E. C. Growse.
Miss K. M. Hall.
Miss Hessel.
Mrs. T. B. How.
Mrs. F. W. Hubback.
Miss V. D. Nodin.
Miss M. B. Rich.
Mrs. Stanton Wise.

INVESTIGATION AND LEGAL COMMITTEES.

During this second year of war the Legal Committee has found its activities on the Parliamentary side considerably curtailed, partly owing to the existence of a Coalition Government and still more owing to the extreme pressure on Parliamentary time which has been almost completely taken up by the Government, thus making action by private members well-nigh impossible. Consequently the Committee decided to devote itself to enquiries as to what changes were taking place in the position of industrial women, with a view to recommending suitable action at the earliest opportunity. For this purpose it has been found convenient for the Legal and Investigation Committees to meet jointly throughout the year.

The Committees have held eleven meetings, which were attended by an average of 8 members.

The Committees have joined with other Committees and with Trade Unionists on several occasions in order to urge the authorities concerned to improve the pay and position of industrial women in the labour market, in addition they have called attention to many disadvantages under which individual women have worked when the conditions compared unfavourably with those of men doing the same work.

Domestic Service Enquiry.

Report written by Miss C. V. Butler and published by Messrs. Bell and Sons, at 1/3, in December, 1916.

The Committee were fortunate enough to secure a chapter written by Lady Willoughby de Broke from the mistresses' point of view, for inclusion in this little book.

The Displacement of Men by Women Enquiry.

In co-operation with Section F. of the British Association and with a Committee of the Fabian Research Department, the Committees have completed their enquiries into the following trades where women have replaced men under war conditions :—

Canvas Work and Tent Making. Investigations and report made by Mrs. Hale.

Hotel Restaurant and Club Work. Mrs. Jamieson and Mrs. Hale.

The Civil Service. Miss D. M. Zimmern. Report published in the Political Quarterly.

Shop Assistants and Laundry Workers. Miss E. B. Ashford. Report published in the Women's Industrial News.

Conference on Munition Orders, Nos. 411, 447 and 456.

The Committees called a Conference of Representative Women's Societies on July 27th, to protest against Orders of the Ministry of Munitions fixing standard rates of pay for women and girls on different classes of work. The following resolution was passed :—

" 1. That this Conference of Representative Women's Societies deplores

that the Ministry of Munitions should fix (as it does in the Statutory Rules and Orders No. 447, secs. 1 and 2) a standard time rate for women over 18 at 4½d. per hour, which, assuming an increase of only 33 per cent. on pre-war prices, is equivalent, on a 48 hour week, to a weekly wage of 13/6 at the most.

Further, that this meeting calls upon the Ministry to order that the earnings of all girls on Piece Work and Premium Bonus Price System shall be based on such a scale as shall allow them to earn at least 33 per cent. above their time rates.

This Conference also urges that the Order shall be made mandatory over all areas.

2. That this Conference protests, in the interests of men and girls alike, against the payment to girls under 18 of a lower rate than that paid to adult men doing the same work. (Statutory Rules and Orders No. 456).
3. That this Conference protests against the reduction or absence of wages during waiting time, which is contrary to the custom of the Trade. (Section 2, Statutory Rules and Orders No. 411)."

Acetylene Welders' Dispute.

At the present time the Committee are uniting with the Union of Women Welders to secure a decision from the Munitions Arbitration Tribunal, classifying the Trade of Acetylene Welding as a skilled trade for which the rates of 1/- to 1/4 per hour can be claimed, in opposition to a proposal to rate Acetylene Welding as a semi-skilled trade, for which not more than 6d. per hour would be paid.

Conference on Women in the Civil Service.

On May 18th a Representative Conference was held, with Miss Haldane in the Chair, to urge upon the Government the need for widening the sphere of women's work in the Civil Service in the best interest of the State. As a result an influential Committee was formed, consisting of :—

Miss Clementina Black.
Miss Faithfull.
Mrs. Fawcett.
Graham Wallas, Esq.
Miss Haldane.
Mrs. Deane Streatfeild.
Lord Muir Mackenzie.
Dr. Sadler.
The Bishop of Southwark.

Enquiry in Trades injurious to Motherhood.

The Committees have now started, under the able direction of Miss Clementina Black, upon an important enquiry into the conditions of women's work in several trades, with the view of discovering their effects as regards motherhood, upon expectant mothers and adolescent girls. At the present time it is obviously of the utmost importance to obtain some definite and reliable data on this question and the scheme is receiving great encouragement from public bodies, Government Departments, and private individuals. A paid investigator has been appointed and further funds are urgently required to continue the enquiry.

PUBLICATIONS COMMITTEE.

Chairman: MISS B. L. HUTCHINS.

Three meetings of the Committee were held during the year.

Publications.

1. The 21st Annual Report, 3,000 copies, free on application. postage 1½d.
2. *Domestic Service,* by C. V. Butler, with a supplementary chapter by Lady Willoughby de Broke. 1/3 net.
3. *Women's Industrial News.*
   Four numbers of the *W. I. News* have been published, containing among other articles:—Trade Boards—their determinations to January. 1916. in tabular form by Miss D. M. Zimmern.
   Midwives and Infant Mortality. by Miss Mackintosh.
   Women in Agriculture, by Miss Gladys Pott.
   Women and Munition Work, by Miss Rosamond Smith.
   The Shorter Working Day. by Page Arnott.

Sales.

The sales for the year have been excellent—the war having made very little difference. A specially good sale was made at the *Daily Express* Exhibition.

The Council desires to take this opportunity of recording very grateful thanks to the contributors of articles whose work is the more appreciated for the extra effort it has entailed in these days of necessarily increased activity and strain, and also to all who have most kindly undertaken reviews.

To Mrs. Lamont a very special debt of thanks is due for her greatly appreciated kindness in again having corrected proofs and verified references.

THE WOMEN'S INDUSTRIAL COUNCIL.

Dr. INCOME AND EXPENDITURE ACCOUNT, Year ended 31st October, 1916. Cr.

Expenditure.	£	s.	d.
To Postage, Telegrams, Etc.	37	16	9½
,, Stationery	4	19	7½
,, Subscriptions to other Societies, Advertising Commission, Sundry Expenses, Etc.	12	5	0½
,, Printing	58	7	3
,, Rent	58	0	0
,, Office Expenses	5	5	11½
,, Salary and Assistance	141	19	5
,, Legal Expenses and Insurance	5	6	9
	324	0	10
,, Balance, being Excess Income over Expenditure	99	11	2
	£423	12	0

Income.	£	s.	d.	£	s.	d.
By Subscriptions—Members	97	14	6			
Subscribers ...	71	12	6			
,, Donations—Members	123	16	0			
Subscribers	23	17	3			
				317	0	3
,, Lecturers—Fees				13	14	6
,, Literature, Sales	35	12	2½			
Annual	12	4	6			
				47	16	8½
,, *News*, Sales	39	14	2			
,, Advertisements	1	1	3			
,, Sundries	4	5	1½			
				45	0	6½
				£423	12	0

THE WOMEN'S INDUSTRIAL COUNCIL.

Dr. BALANCE SHEET, 31st October, 1916. Cr.

Liabilities.	£	s.	d.	£	s.	d.
To Capital Account, 1st Nov., 1915 ...	24	7	4½			
,, Add Excess Income over Expenditure for year 1915—16	99	11	2			
				123	18	6½
,, Outstanding Printing				8	12	0
,, Temporary Loans				25	0	0
				£157	10	6½

Assets.	£	s.	d.
By Office Furniture	29	6	0
,, Rent Paid in Advance	8	0	0
,, Cash in hand and at Bank	120	4	6½
	£157	10	6½

We have examined the foregoing Accounts with the Books and Vouchers of the Council, and certify the same to be correct and in accordance therewith.

H. WAISSEN WILSON & CO.,
Chartered Accountants,
40, Trinity Square,

th January, 1917.

The NURSERY TRAINING SCHOOL.

For Training Girls as Little Children's Nurses.

WELLGARTH ROAD, HAMPSTEAD, N.W.

Telephone: Hampstead 7597. Station: Golders Green Tube.

Founded in 1911 by

THE WOMEN'S INDUSTRIAL COUNCIL (Incorporated).

Hon. President: THE MARCHIONESS OF ABERDEEN AND TEMAIR.
President: MISS CLEMENTINA BLACK.

COMMITTEE OF MANAGEMENT.

Chairman: MRS. M. MILLINGTON.
Hon. Treasurer: MISS WYATT PAPWORTH, M.A.
Hon. Consulting Physician: ERIC PRITCHARD, Esq., M.A., M.D.
Hon. Medical Officer: ALEX. E. GOW, Esq., M.D., M.R.C.P.
Warden: MISS ELSIE M. ZIMMERN
(To whom correspondence should be addressed).
Matron: MISS LYDIA EDWARDS.
Mistress of Domestic Subjects: MISS RUTH DUKE.
Assistant Mistress of Domestic Subjects and House Mistress:
MISS NELLIE BASNETT.
Head Nurse: MISS FLORENCE SILLENCE.
Assistant Head Nurse and Kindergarten Mistress: MISS EDNA FISHER.

The Nursery Training School was opened by The WOMEN'S INDUSTRIAL COUNCIL in August, 1911, with the object of training girls as little children's nurses, and was moved to new premises in Wellgarth Road, Hampstead, in August, 1915.

The house, which stands in over an acre of land in the highest part of the Hampstead Garden Suburb, has been specially designed for the purpose. It is easily accessible from all parts, being only seven minutes' walk from Golders Green Tube Station, which is also a stopping place for tramways and motor omnibuses. The situation is exceptionally open and has the great advantage of being within two minutes' walk of the Hampstead Heath Extension on the one side, and of Golders Hill Park on the other. The house has been planned with the idea of making the training as home-like as possible. There are eleven separate nurseries, opening on to a balcony facing south-east. The children are divided into little families, so that the Students learn to give the individual care and attention expected of a nurse in a private nursery. Each Student has a cubicle to herself. There is also a large common room and a verandah.

The course of training includes :—

1.—Instruction in simple physiology and hygiene, including an elementary knowledge of childish ailments, their symptoms and treatment.

2.—A study of child nature, learning how to play sensible healthy games with children and to make toys with materials at hand ; also simple kindergarten work.

3.—Cookery, laundry, mending and making children's clothes, and housewifery.

There are resident babies of various ages, who are in the care of the Students working under the Matron and her assistants.

The whole work of the house and everything required for it is done by the students working under a trained staff.

Very careful attention is devoted to the health and physical development of the students. The work is planned so that each student may receive individual instruction and training.

Students are admitted from 16 years of age. The course of training is for one year, at the end of which time every effort will be made to place those whose conduct, in the opinion of the Committee, has proved satisfactory and who pass the Leaving Examination of the School. The Examinations are conducted by recognised authorities and certificates are granted.

FEES.—Forty guineas for the year, payable quarterly in advance, or (if desired) in monthly instalments. This includes training, board and residence.

In case of illness the Committee reserves the right to send the Student to her home or to a Hospital, as advised by the Medical Officer.

Students will be on probation for the first month, and may be required to leave at any time during the course if found to be unsuitable, the Committee's decision being final. In such a case a proportion of any fee paid in advance will be returned. In the case of a Student wishing to leave before the conclusion of the course, one month's fees will be charged in lieu of notice.

HOLIDAYS.—There are no holidays, the course of training being continuous for the year, but each Student is occasionally "off duty" from Saturday afternoon to Sunday evening. Students are expected to attend some place of worship on Sunday, in accordance with the wishes of their parents or guardians.

ADMISSION.—Every application for admission must be accompanied by medical and dental certificates, and proof that the student has been vaccinated once since infancy. The names and addresses of two references are also required, one of whom should be, if possible, the Headmistress of the school last attended. A sum of 10/- must be sent with the application. This amount will be deducted from the first quarter's payments, or will be refunded if the candidate is not accepted. A personal interview and a simple entrance examination will be arranged for each candidate locally.

OUTFIT.—Students will be required to bring with them the following articles, which must be clearly marked with their full name : 3 changes of underclothing, including long-sleeved warm undergarments to wear with cotton dresses in winter, 3 plain washing dresses made in one, 18 plain white

linen nursing aprons, 12 collars and 12 pairs of cuffs, 9 plain white muslin caps, regulation outdoor uniform, 2 working overalls, 2 pairs of boots or shoes with strong soles, a pair of house shoes with low indiarubber heels, warm dressing gown and slippers, an umbrella, 12 handkerchiefs, 2 bags for soiled linen, toothbrush, brush and comb in bag and workbasket. No jewellery or valuables should be brought. All should be packed in one small trunk. The outdoor uniform and the material for the dresses, caps and aprons, must be procured from the School and will be supplied at cost price. Those students who possess drilling tunics and knickers are requested to bring them. Uniform is to be worn exclusively while the student is in residence at the school.

ANNUAL REPORT, 1915-16.

TRAINING SCHOOL COMMITTEE.

Chairman—MRS. M. MILLINGTON.

Hon. Treasurer—MISS L. WYATT PAPWORTH.

Warden and Hon. Secretary—MISS ELSIE M. ZIMMERN.

Now that it is possible to look back upon a full year's work in the new premises in Wellgarth Road, the Committee would like to express its conviction that the increased usefulness of the Nursery Training School has more than justified the financial risk incurred in deciding to build a permanent home for the School. The number of students and children has steadily increased, and this has meant greater variety of experience for each young nurse.

One of the new departures has been that, in the course of the year, several nursing mothers with their babies have been invited to spend a few weeks at the School. This has given the students an opportunity of learning how to regulate breast feeding and has shown them the great advantage such feeding is for the welfare of the baby. Incidentally, it has also given the mother herself a rest in good air and comfortable surroundings before again taking up the daily routine, which she usually does much too soon after the birth of her child.

A special six months' course of nursery work only has been arranged for older students, who have had practical experience of domestic work; the fee for this course is 30 guineas inclusive for board, lodging, and training. So far three students have been admitted on these terms. The experiment is still too new for it to be possible to say whether these students will make as good nurses as those who have been through the more varied experiences of the full twelve months' course.

An arrangement has been made with the National Society's Training College for Teachers of Domestic Subjects whereby any of their students, who have gained the combined Domestic Subjects Diploma and wish to gain an additional certificate in "Infant Care," can spend three months at the Nursery Training School, returning once a week to their old College for a special course of lectures in preparation for their work as teachers of this subject later on.

The large number of separate nurseries in the present building has made it possible to provide the practical experience required for these

special students without in any way disturbing the scheme of work planned for those taking the full course, while the variety of experience they bring with them has added to the interest of the work and the usefulness of the School has been largely increased.

Miss Maud R. Taylor and Miss Margaret Dyer have very kindly continued to examine the Students in all housewifery subjects. Twenty Students were examined in the course of the year; of the number thirteen were placed in the first class, seven in the second; there were no failures. Seven Students received 80 per cent. marks and over for practical needlework, one Student distinguished herself by obtaining 100 per cent., her work being especially commended by the examiners.

On December 8th, 1915, the new School was formally opened by her Grace the Duchess of Marlborough. Lady Emmott very kindly took the chair, Mrs. S. A. Barnett wrote a letter welcoming the School to the neighbourhood, and Dr. Eric Pritchard also spoke. About 300 people visited the School that afternoon and expressed their appreciation of the building and the work carried on in it. A special open afternoon was arranged at the School on July 8th, 1916, when again a large number of people took the opportunity of inspecting the work. In addition to these more formal occasions many hundreds of visitors have been shown over the School in the course of the year; these have included H.M. Inspectors and Headmistresses, doctors and nurses, classes of students from Training Colleges and Polytechnics, as well as individuals, who for one reason or another were interested in the work.

That the training given in the School is appreciated can be judged from the fact that over 500 ladies have applied for nurses during the year as against 227 the year before, an increasing number of applications coming from friends of ladies employing our nurses. The salaries offered, especially for the older and more experienced nurses, have been very much higher.

Medical Report.

In the absence on war service of my colleague, Dr. Alex. E. Gow, the Honorary Medical Officer, I venture to submit a short report of the medical aspects of the work of the School. Heretofore, the chief activities of the School have been centred in the training of our girls, but since our removal to Hampstead, now some 15 months ago, not the least interesting and successful part of our work has arisen in connection with the hygienic management of the children, who have been admitted and who serve, so to speak, as the didactic material on which our students are taught their duties as nurses. In order that our girls may have experience with children of all ages, of all varieties of temperament and of all classes of society, we admit children as young as ten days old and as old as seven years; we admit backward as well as precocious children, and those who are reputed to be bad tempered and unmanageable; we admit children belonging to the upper classes, as well as those of parents in the humblest positions. The only children we exclude are those suffering from infectious diseases, or those so ill that they would require special medical attention. We do not, however, refuse infants suffering from malnutrition, and some of our best successes have been achieved in the cases of so-called "wasters."

The health of the children, as well as that of the students, has been

so uniformly good that since our migration to Hampstead it has only been necessary on one or two occasions to call for the services of a local medical man.

Although in the early days of our existence, when we were housed in Hackney, we had several troublesome epidemics, we have been free from these scourges since we moved to our hygienically constructed and delightfully situated premises in Wellgarth Road. This is largely due to the system of small nurseries adopted and the benefits of relative isolation which it affords. General experience has proved that it is impossible to deal successfully with a large number of infants segregated under one roof; although we cannot claim to have solved the problem completely, our record shows that we have gone a long way towards it. Although the proportion of "difficult" cases admitted is extremely high, we have only had one death since we opened our doors over five years ago, and only a very small number of results that could not be described as complete successes. The main factors, which have contributed to these ends, have been small separate nurseries, separate nurses, open-air treatment and individual adaptation of the food.

Our most interesting experiences have been gained in the management of the difficult cases. For instance, in the cases of infants and children who could not sleep, others who persistently refused their food, others who were said to be bad tempered and unmanageable, in none of these have we failed to effect a complete cure.

The following summary may give some idea of the scope and results of our work. From August 1st, 1911, to October 31st, 1916, 96 children had been admitted; their ages on admission have varied from 10 days to 4 years. Of their number 34 have been under six weeks old, a very important feature from the point of view of providing practical experience for the girls. The results obtained may be tabulated as follows :—

State of health on admission :	*State of health on leaving* :
Good in 23 cases.	Good in 73 cases.
Fair in 32 ,,	Fair in 18 ,,
Bad in 41 ,,	Bad in 5 ,,

RESULTS IN SPECIALLY DIFFICULT CASES.

5 cases of intractable sleeplessness. Result—all cured.

3 cases of violence of temper and general unmanageableness. Result—all cured.

3 cases of internal non-communicable tuberculosis in infants. Result—2 completely cured and discharged in sound health. 1 of severe tuberculous involvement of the abdominal glands, making good progress.

1 case of persistent vomiting. Result—cured.

1 case of delayed development—making good progress.

1 case of general malnutrition, discharged from another home as incurable, completely cured.

The average length of stay in the School during this period was 39 weeks, while the longest was 4 years and 9 months and the shortest 2 weeks.

One of the special features of the training is that nurslings with their mothers are admitted, so that the students may have practical experience of the most scientific methods of breast feeding. One of these nurslings, owing to the mother having to go out to work, was weaned during its stay at the School, so that the students had an opportunity of following the stages of this procedure.

ERIC PRITCHARD, M.A., M.D.,
Hon. Consulting Physician to the School.

THE WOMEN'S INDUSTRIAL COUNCIL.

NURSERY TRAINING SCHOOL.

Dr. INCOME AND EXPENDITURE ACCOUNT, 1st November, 1915, to 31st Oct., 1916. Cr.

Expenditure.	£ s. d.	£ s. d.
To Ground Rent, Rates, Taxes and Insurance		189 14 9
,, Salaries and Wages		152 16 7
,, Lighting and Heating		212 13 1
,, Postage, Telephone, Printing and Stationery		45 19 1
,, Food	775 6 11	
,, Outlay on Students' and Children's Uniforms, Chemist, Classes, Fares and Sundries	425 11 3	
,, Laundry and Cleaning Materials ...	204 6 2	
		1405 4 4
,, Garden Expenditure		22 19 8
,, Interest on Loans		30 0 0
,, Depreciation—Office Furniture ...		298 8 9
		2357 16 3
,, Balance, Excess Income over Expenditure ...		145 15 9
		£2503 12 0

Income.	£ s. d.	£ s. d.
By Subscriptions	74 4 0	
,, Donations	26 2 0	
		100 6 0
,, Fees, Students	1018 5 2	
Scholarships	45 0 0	
Children	865 8 4	
Engagements	34 5 0	
		1962 18 6
,, Repayments for Outlay on Students and Children	371 17 3	
,, Loans to Students Repaid	45 1 10	
		416 19 1
,, Sundry Receipts		5 17 9
,, Interest on Deposit Account ...		17 10 8
		£2503 12 0

DR. BALANCE SHEET, 31st October, 1916. CR.

LIABILITIES.	£ s. d.	£ s. d.
To Loans, Free of Interest	1900 0 0	
,, Do. Subject to Interest at 3 per cent. per annum	1000 0 0	
		2900 0 0
,, Capital Account, 1st Nov., 1915 ...	4068 12 4	
,, Add Excess Income over Expenditure, as per attached Account ...	145 15 9	
		4214 8 1
		£7114 8 1

ASSETS.	£ s. d.	£ s. d.
By School Building, as per last Balance Sheet	5739 15 5	
,, Add Additions during year	1047 19 6	
		6787 14 11
,, Furniture and Utensils as per last Balance Sheet	239 8 7	
,, Additions during year	150 1 7	
	389 10 2	
,, Less Depreciation as agreed ...	298 8 9	
		91 1 5
,, Outstanding Rates, Taxes, Insurance and Telephone		89 16 0
,, Cash at Bankers	140 15 9	
,, Cash in hand	5 0 0	
		145 15 9
		£7114 8 1

We have examined the foregoing Accounts with the Books and Vouchers of the Council, and certify the same to be correct and in accordance therewith.

H. WAISSEN WILSON & CO.,
Chartered Accountants,
40, Trinity Square,
Tower Hill, E.C.3.

10th January, 1917.

THE WOMEN'S INDUSTRIAL NEWS

ORGAN OF THE WOMEN'S INDUSTRIAL COUNCIL (*Incorporated*),
7 JOHN STREET, ADELPHI, STRAND, LONDON, W.C.

VOL. XXI.—NEW SERIES. *No. 77—APRIL, 1917*

COUNCIL NOTES.

ANNUAL MEETING OF THE COUNCIL.

The Annual Meeting of the Council was held at 31, Porchester Terrace, by kind invitation of Mrs. Herbert Samuel, on Tuesday, March 13th. Thirty-three members attended and Mrs. Herbert Samuel took the Chair.

Before any business was discussed the meeting rose and stood in silence to pass a vote of condolence with the relatives of the late Mrs. Hicks, one of the earliest and most valued members of the Council. The Annual Report and Balance Sheet were presented by the Secretary, and Miss Elsie Zimmern presented a most satisfactory Report of the Nursery Training School, upon which she was much congratulated. After some discussion as to the future of the Council, it was decided, nem. con., that the work of the Council should continue, as it was felt that such a body might be of real value at the time of reconstruction after the War. The President explained that the finances were at a low ebb—and made a special appeal to members to give all the financial support possible at this time of difficulty for both societies and individuals. The annoucement that Mrs. Frederick Franklin had consented to act as Honorary Treasurer was received with great satisfaction, and Mrs. Franklin was unanimously elected to this office. After the list of new members and the Committee lists had been read and passed, several Resolutions were discussed, and the two following were carried, the first unanimously, the second nem. con. (only one member abstaining from voting) :—

(1) "That it is desirable that in work places where twenty or more workers are employed the workers should have a legal right to representation in the management of the internal conditions of the factory and that at last half of these repesentatives should be appointed by the Trade Union or Unions concerned."

(2) "That this meeting of the Women's Industrial Council endorses the action of the President, Miss Clementina Black, in signing on behalf of the Council the resolution passed at the Conference of the Consultative Committee of Constitutional Women's Suffrage Societies on February 20th, 1917."

The Resolution referred to was as follows :—

"That we, representing the undersigned Societies, recognising that a Bill based on the recommendations of the Speakers' Conference will confer the suffrage upon women, though not upon the terms for